



## HEALTHY NATIVE COMMUNITIES FELLOWSHIP PROGRAM

### IF YOU:

- want to help your community realize their vision of health and wellness
- want to mobilize your community for change
- want to energize and deepen your leadership skills
- want to create effective teams and coalitions to improve community health

### THEN THE HEALTHY NATIVE COMMUNITY FELLOWSHIP IS FOR YOU!

Building the community capacity to create health and wholeness in Native communities requires teams of change agents working together with skills, knowledge and expertise to engage tribal members in community transformation based on local traditions, values, cultural and spiritual assets.

### THE PROGRAM:

The **Healthy Native Communities Fellowship** is designed to recruit teams of change agents and committed leaders who wish to deepen their ability to promote health in Native communities. The program will strengthen teams (Tribal, Indian Health Service [IHS], and Urban Indian health workers, traditional and non-traditional community leaders) who have demonstrated their commitment to work together towards community change and wellness. Hands-on and highly collaborative in nature, the Fellowship brings participants together in multiple ways:

- **Community Fellow Retreats:** Four week-long gatherings of teams from January, 2005 through September, 2005.
- **Optional Meetings:** Site visits and additional educational opportunities throughout the year.
- **Online Learning Community:** Fellows connect with one another via the Internet for online discussion, a resource library, and networking with peers and faculty.
- **Peer-coaching:** Fellows trained to provide coaching and support to one another during the Fellowship and beyond.

A key part of the program is the **Healthy Community Action Learning Process**. Fellowship teams will put into action their ideas for enhancing community health and well-being, and draw on the experience of Healthy Native Communities faculty and staff to advance their progress. Fellows will train community members and groups in their new skills.

**Funding may be available to teams for their community change and wellness efforts.**



### The Fellowship: What It Is and What it Isn't

| IS  | ISN'T                              |
|---|------------------------------------|
| Highly interactive                        | Lectures in a Classroom            |
| Sharing Collective Experience & Knowledge | Experts Giving the Answers         |
| Internet -Based Learning                  | Reading Tons of Books and Articles |
| Action Learning Process                   | Home work                          |
| Learning Community                        | Individual Study                   |
| Coaching & Support                        | Going It Alone                     |
| Leadership Development & Transformation   | A Training                         |



### Examples of Fellowship Team Members:

- CHR's
- CHA's
- Community-based health and human services workers
- Community Activists
- Spiritual Leaders and Elders
- Civic and Business Leaders
- Counselors
- Physicians, Nurses and other health professionals
- Local or Regional government officials
- Tribal leaders
- Health Educators
- Educators
- Leaders and /or staff of non-profit health or social service organizations
- Health Directors



### THE TEAM APPROACH:

Community problems cannot be solved by individuals working alone. Creating healthy communities is a complex, difficult and collective undertaking that requires strong relationships and teams of committed change agents who have the skills to work together to make a real difference. The Fellowship team approach is to ensure that fellows have a strong team base when they return home. This provides fellows with built-in support to try new skills, apply new approaches and to coach each other during the year and beyond.

### WHO SHOULD APPLY?

Committed individuals who, as part of a team or community group, are working towards improving Native community health. Teams will consist of 2-3 people from a common community or Native/ Tribal population. We are looking for teams made up of Tribal, IHS, and urban Indian health workers, change agents, traditional and non-traditional community leaders.

### WE ARE LOOKING FOR TEAM MEMBERS WHO:

- Will commit 1 year to attend all Fellowship events and apply skills and knowledge learned from the Fellowship back home in an action learning process;
- Demonstrate evidence of personal commitment to improve the health of the whole community, not just the clients served by their particular organization;
- Demonstrate they are part of a team or community group that is working together with tribal members across organizational boundaries to address broad community problems;
- Have access to a computer, printer and internet and who have basic computer literacy;
- Are willing to take the opportunity to assist with the design of the first Fellowship program and to be part of extra evaluation and feedback efforts.

### WE ARE LOOKING FOR TEAM MEMBERS WHOSE SPONSORING ORGANIZATION WILL:

- Provide the fellows with 6 hours per week to work on broad community health improvement activities under the auspices of the Fellowship;
- Provide the fellows with release time to attend Fellowship retreats, conference calls and other activities;
- Work across organizational boundaries to support community change efforts of the Fellowship team and the community group.

In order to ensure a diverse Fellowship experience, consideration will be given to the factors listed above as well as geographic and Urban, Tribal and IHS representation.

## WHAT ARE THE BENEFITS OF THIS FELLOWSHIP TO MY ORGANIZATION?

Fellows will bring back new ideas and models for how to improve community health that will enhance organizational practices. Fellows will be more effective in their jobs, with increased inter-personal skills, strengthened critical thinking and problem-solving abilities and a greater capacity for effective team work. Fellows will train others in their organization in new skills learned in the Fellowship.

## COSTS OF THE FELLOWSHIP:

The following expenses will be covered for Healthy Native Community Fellows:

- travel
- meals and lodging
- tuition for the program.

The fellow's organization needs to contribute the following:

- release time from work to attend 4 week long fellowship retreats throughout the year
- 6 hours per week to work on the action learning process
- internet access and computer

## APPLICATION PROCESS:

Applications will be available on July 15, 2004. For application materials or questions, please contact [healthycommunities@shiprock.ihs.gov](mailto:healthycommunities@shiprock.ihs.gov) or download application from [www.ihs.gov/HPDP](http://www.ihs.gov/HPDP)

- Each applicant must apply as part of a team of 2-3 individuals.
- EACH TEAM MEMBER MUST SUBMIT THEIR OWN APPLICATION BY THE DUE DATE.
- We will accept Faxed, E-mailed or mailed applications.

**APPLICATIONS ARE DUE ON SEPTEMBER 1, 2004**



## FOR HELP TO FILL OUT APPLICATION CONTACT:

Marita Jones or Karen Sandoval  
Healthy Native Communities Fellowship  
Health Promotion  
North Hwy 491, PO Box 160  
Shiprock, NM 87420

Telephone: (505) 368-6567 or (505) 368-6566  
FAX: (505) 368-6324

## WHAT ARE THE BENEFITS OF THIS FELLOWSHIP TO ME?

Participation in the program will build the knowledge and skills of the fellows in :

- 1) Understanding Principles of Community Action: Incorporating social justice into community work, Ethics and power-sharing, Self awareness, Transformational leadership;
- 2) Developing Community Building Skills: Systems thinking for collaboration and coalition building; Working across boundaries and differences; Links between culture and wellness, Building from community strengths;
- 3) Creating a Common Vision Visionary leadership; Inspiring a shared vision; Listening to community voices;
- 4) Building an Effective Team for Community Change: Communication skills, Peer coaching; Cultivating group action, Facilitation, negotiation and mediation skills;
- 5) Becoming a Catalyst for Positive Community Change: Advocacy skills, Developing a framework for change, Getting from talk to action; Developing strategic and action plans;
- 6) Developing Policy to Promote Community Health and Well-being: Influencing the policy development process, Working with political leaders, Building constituencies for policy change;
- 7) Social Marketing and Effective Communication: Implementing a social marketing effort, Presenting to different audiences, Media advocacy and literacy;
- 8) Strengthening Public Health Knowledge and Skills: Understanding basics of public health; Community assessment, Using data to drive effective action, Developing effective community prevention initiatives, Grant writing skills, Evaluation.

# GROWING HEALTHY NATIVE COMMUNITIES

*If you:*

- are concerned about the health of your tribal community
- want to energize and deepen your leadership skills
- want to work with communities to realize their vision for wellness
- want to create effective teams and coalitions to improve community health

**Then the Healthy Native Communities Fellowship is for You!**



## East:

- Links between Culture and Wellness
- Healing and Nourishing the Spirit
- Building a Learning Community
- Indigenous Public Health and Resiliency



## North:

- Implementing a healthy communities policy agenda
- Mobilizing participation and ownership
- Social Marketing
- Wellness Advocacy



## South:

- Ethical Communication
- Working Effectively with Teams
- Working across boundaries and differences
- Hands-on Coaching



## West:

- Bringing community voices together
- Beans – count first, then cook
- Moving from talk to ACTION
- Building sustainable coalitions



**FELLOWSHIP INFORMATION**  
**Applications are due on September 1, 2004**